



PERS 41

Surface Warfare Officer Spouse Brief

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Assignments (PERS-41)





SWO Career and Family

- Career Path
 - Sea/shore rotation and milestones
 - Timing
- Opportunity
 - Graduate Education
 - Promotions
- Compensation
 - Bonuses
 - Post-9/11 GI Bill
 - Retirement



Thank You

- Surface Warfare is a family career choice
- Your service is as important as your spouse's

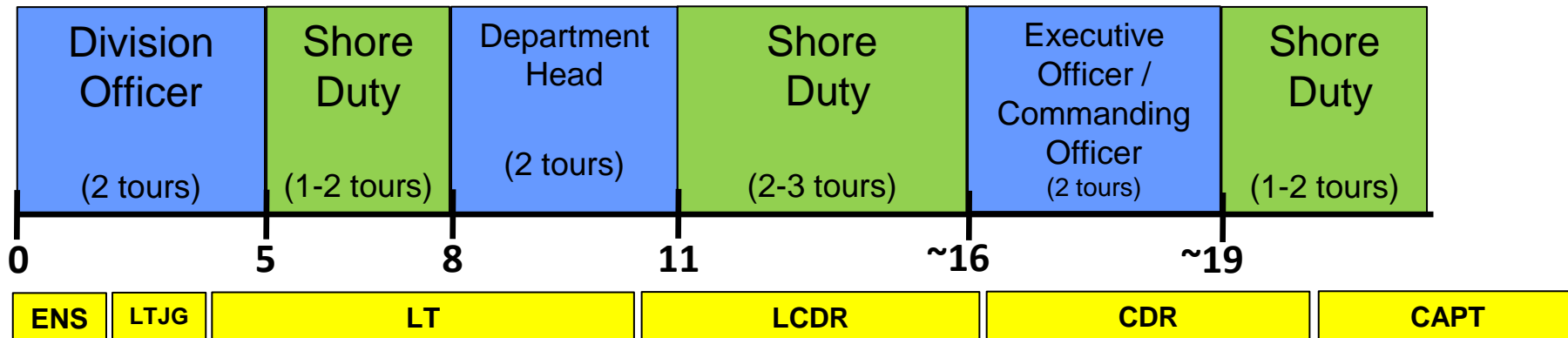


We recruit Sailors ... We retain Families!



Career Path

Notional Timeline

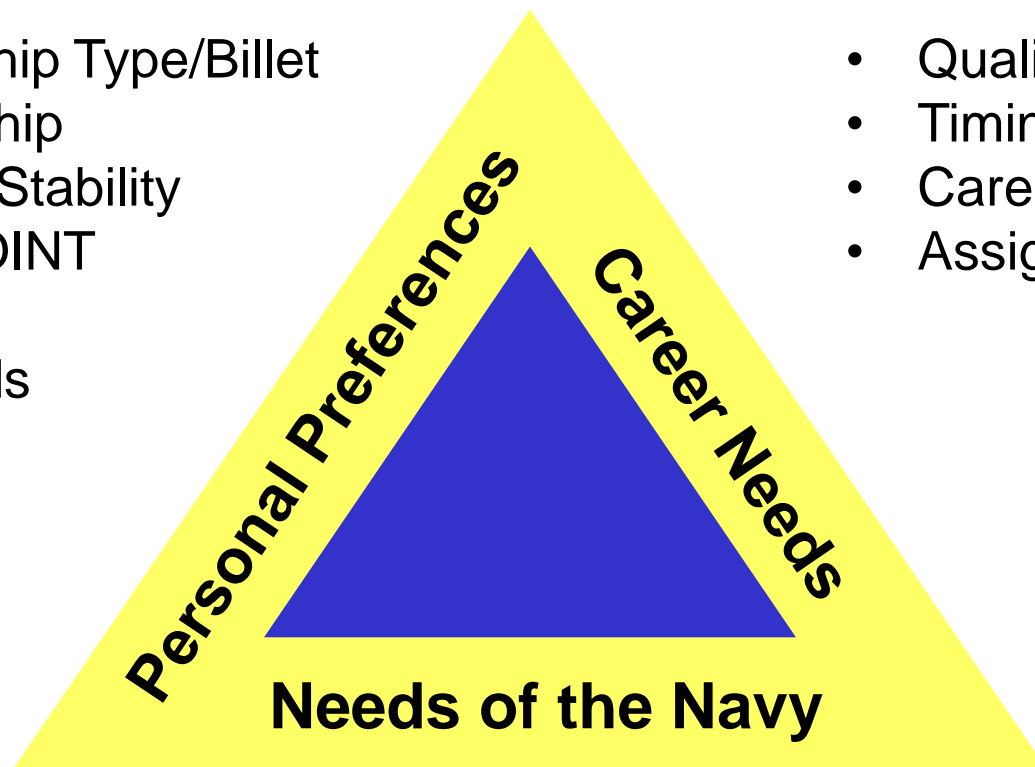


- A typical SWO spends about half of a career on sea duty
- Multiple sea tours of increasing responsibility/rank
- Shore schools & experience influence future sea & shore billets
- Performance drives selection and opportunity in assignments
- Billet choices designed to keep your spouse “upwardly mobile”



Detailing Triad

- Homeport/Ship Type/Billet
- Deploying Ship
- Geographic Stability
- Graduate/JOINT Education
- Family Needs



- Qualifications
- Timing for Screening
- Career Progression
- Assignment Diversity

- SWO Community Fills
- Shore/Navy Fills
- War College Requirements
- Joint Duty Fill Requirement

“Deliver the Right Skills, at the Right Time, for the Right Job”



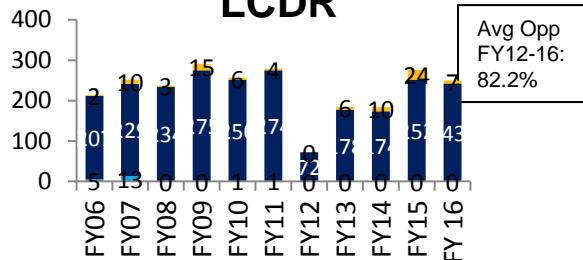
Promotions

- Surface Warfare Officers compete with other Unrestricted Line
 - Selection percentage and timing set by law
 - Promotion numbers controlled by changing eligibility zone
- Competitive due to high retention / low attrition
- Promotion Boards conducted annually for each rank
 - Board Membership includes all Unrestricted Line
 - Selects the “best and fully qualified” for promotion

SWOs historically promote at or above board selection average

"State of the Union"

LCDR



FY15 Lcdr (Board 70%, SWO 92.6%)

FY16 Lcdr (Board 80%, SWO 91.6%)

**Successfully serving as a
DH Afloat = Lcdr Selection**

**Department Head Board Rates
(FY16 First Look):**

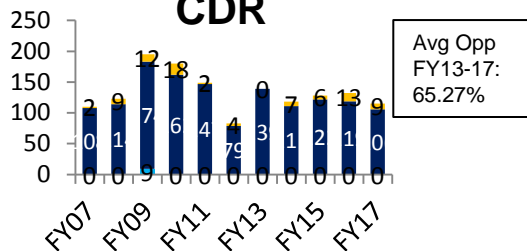
80%

(FY17 First Look):

58%

**From least selective to most
selective URL Community**

CDR



FY16 CDR (Board 70%, SWO 63.2%)

FY17 CDR (Board 70%, SWO 59.0%)

**Screening for CO/XO Afloat
= CDR Selection.
XO-SM < board rate.**

**CDR Command Board Rates
(CO Afloat or SM):**

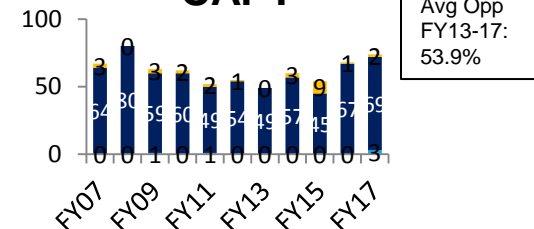
48%

(CO and XO Afloat or SM combined):

83%

**Performance as a DH and
meeting CQE requirements
remain key discriminators**

CAPT



FY16 CAPT (Board 50%, SWO 50.7%)

FY17 CAPT (Board 55%, SWO 56.9%)

**Success in CDR Command
= O6 Selection**

**Major Command Board Rates
(Afloat and Shore):**

60%

(Afloat, Shore and AC):

65%

**Healthy Major Command
Opportunity for best COs**



A new SWO Career Chart...

Multiple Tracks

LEGACY CAREER PATH



- Multiple paths that connect values with options and opportunities
- Build better CO's, Warfare Commanders and Navy leaders with skills to fight, win, and lead in a variety of environments.

Track 1
Traditional
Path

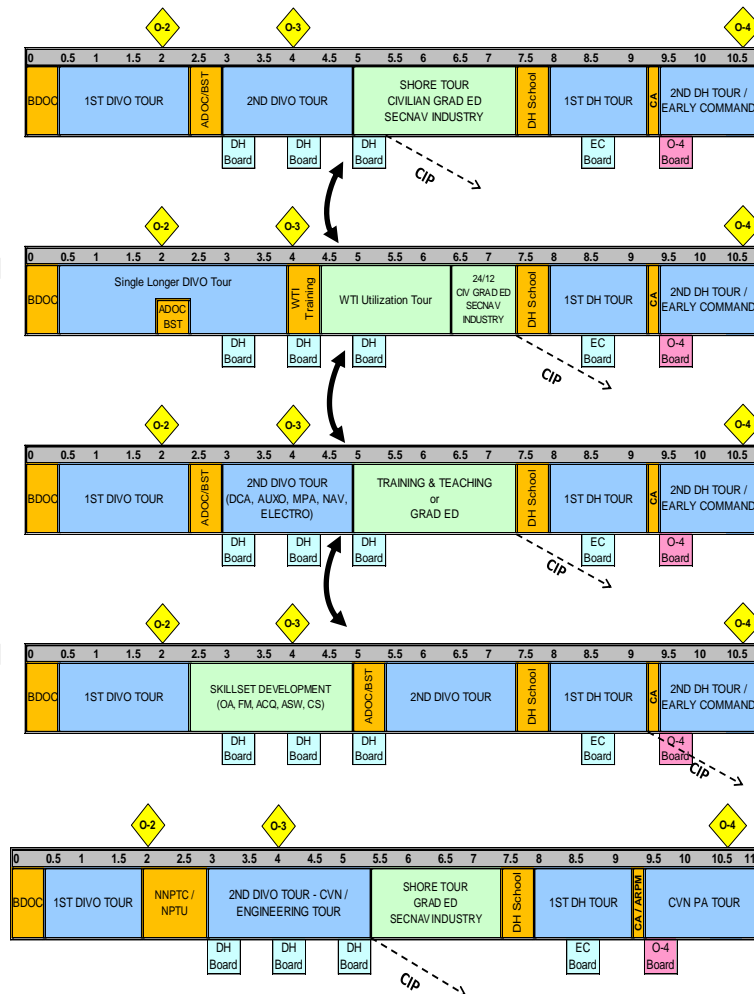
Track 2
Accelerated
Warfighter

Track 3
Enhanced
Readiness

Track 4
Accelerated
Skillset
Building

Nuclear
Track

New: Surface Warfare Career Chart



JOs want options and we delivered...
Increased level of interest all Tracks!



Expanded Opportunities...

for our MOST Talented JOs

- **FSEP (Fleet Scholar Education Program) *NEW***
 - Pursue advanced education at America's most prestigious institutions of THEIR choosing (in CONUS). Degree must have a Navy subspecialty associated with it; up to 24 months.
- **GET (Graduate Education and Teaching)**
 - Apply to a university in the National Capital Region, pursue a one year Master's Degree in ANY concentration desired, and then teach that subject area at USNA for two years.
- **LEAD (Leadership Education and Development)**
 - Pursue a Master's Degree from the University of Maryland or George Washington University, followed by a two year tour as a Company Officer at USNA.
- **TWI (Tours with Industry) *NEW***
 - The opportunity to work at Amazon, Google, NextJump, LinkedIn, Apple, La Quinta, Walmart, UPS.... This program is twelve months in duration.
- **NIAC (Naval Innovation Advisory Council) *NEW***
 - Work to assist, accelerate, and enable innovation throughout the DoN in either San Jose or WDC. Will regularly brief SECNAV and other DON senior leaders.
- **PMRI (Purdue University Military Research Initiative) *NEW***
 - Pursue a Master's Degree or PhD (preferred). This program is 36 months and requires Aegis experience and Dahlgren training.
- **MIT-WHOI (Massachusetts Institute for Technology - Woods Hole Institute) *NEW***
 - Obtain a Master's Degree in an Oceanography based curricula. Practical / theater ASW experience preferred.
- **NIU (National Intelligence University) *NEW***
 - Located inside Defense Intelligence Agency. One year program to pursue a Master's Degree in Strategic Intelligence..
- **MTC (Maritime Targeting Center) *NEW***
 - Located in Denver, Colorado. TS/SCI clearance needed. WTI production billet; receive WTI training en route.
- **NROTC (Naval Reserve Officer Training Corps)**
 - Two to three year programs to lead, mentor, and train future Naval Officers. Earn a Master's Degree while on staff.

Programs are extremely competitive and offer diverse opportunities for our **MOST** talented JOs to do something spectacular and unique.

- DHRB required... Attracting Top 10% of key YGs -



Department Head Retention Bonus (DHRB)

- YG-12 and junior are eligible for the DHRB
- YG-11 and senior remain under legacy bonus structure
- Selection at the SWO DH Screen Board rewarded with larger bonus
- DH Screened JOs able to commit to DH as early as YCS-3



YG-12 and screened at 1st DH Look (June 15 DH Board)...

... and sign DHRB prior to 30 Nov 2016 - **\$105K**

... and sign DHRB after 30 Nov 2016, but before the June 2017 DH Board - **\$95K**

... and sign DHRB after the June 2017 DH Board but before YCS-6 anniversary - **\$75K**

YG-12 and screened at 2nd DH Look (June 16 DH Board)...

... and sign DHRB prior to the June 2017 DH Board - **\$95K**

... and sign DHRB after the June 2017 DH Board but before YCS-6 anniversary - **\$75K**

YG-13 and screened at 1st DH Look (June 16 DH Board)...

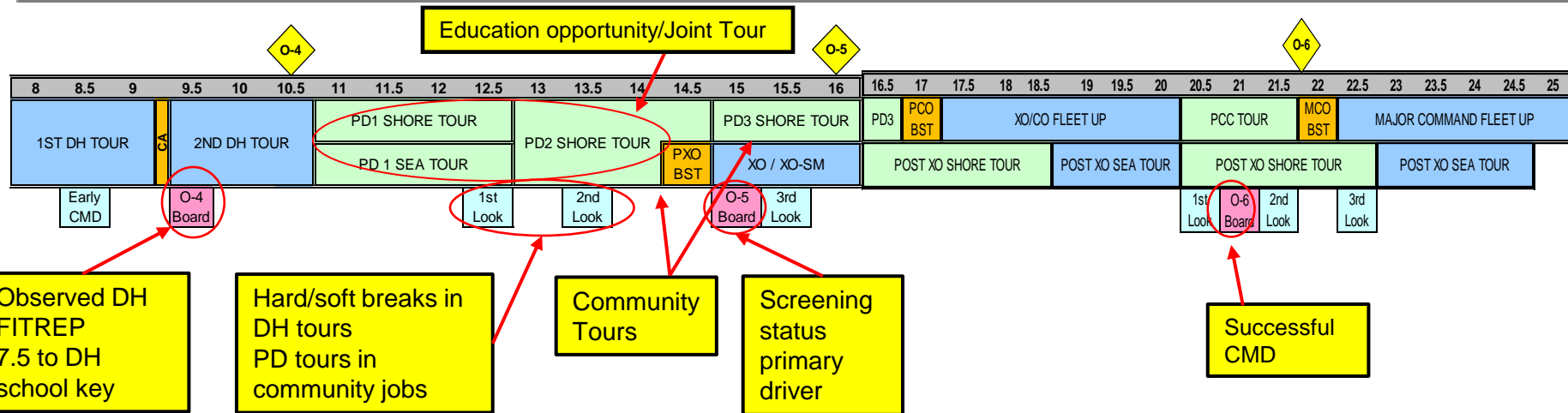
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Surface Warfare: Rewarding Superior Performance

SWO Career Path – DH to MAJ CMD



Expectations

- Select for O-4
- Qualify for Command at Sea
- Early Command

- Position for CDR Command Screening
- Sea Tour: CSG
- Overseas: Fleet, COCOM
- Community Production Tour
- MCM Command

- Joint
- OPNAV
- Community tour
- Subspecialty

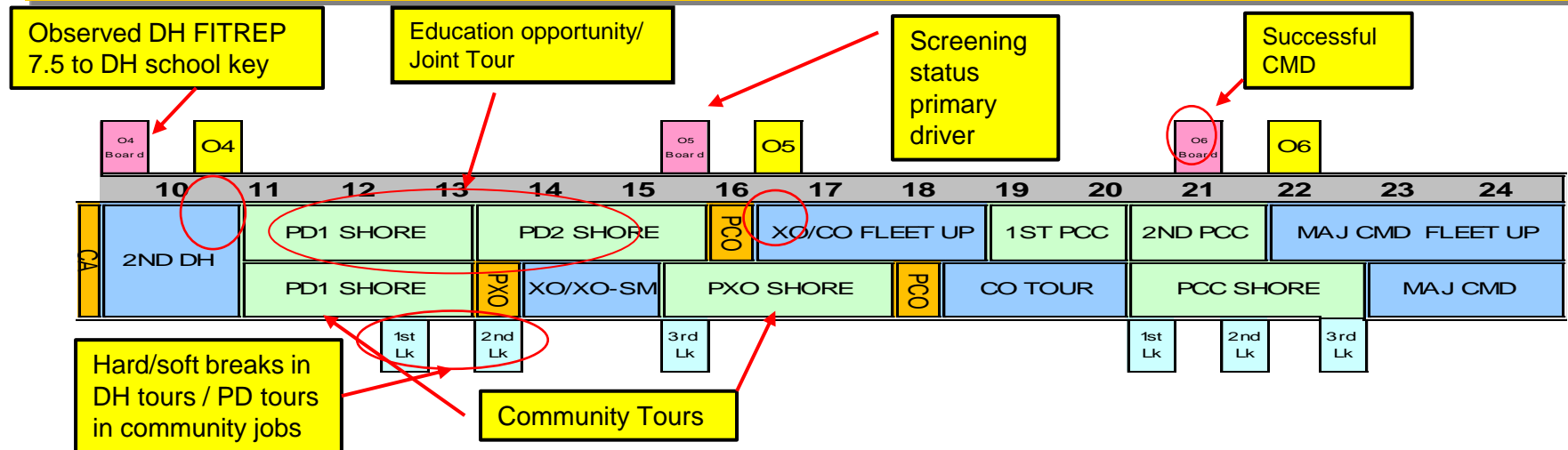
Personal Preferences

Career Needs

Needs of the Navy

**Performance at Sea drives Command Screen,
Professional portfolio drives shore assignment**

SWO Career Path – DH to MAJ CMD

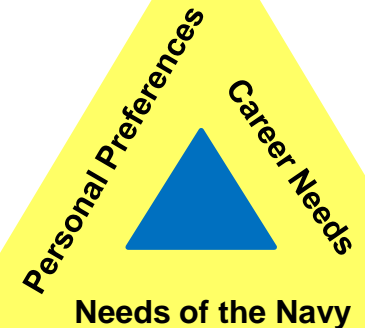


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**Performance at Sea drives Command Screen,
Professional portfolio drives shore assignment**



Retirement Compensation

For a married Lieutenant, age 26, at 4 years service...

Annual pay(including BAH/BAS): \$78K

Equivalent starting salary to maintain lifestyle: \$89K*

Retirement (paygrade @ YCS)	O-4 @ 20 (Retire at 42)	O-5 @ 20 (Retire at 42)	O-5 @ 25 (Retire at 47)	O-6 @ 25 (Retire at 47)	O-6 @ 30 (Retire at 52)
Annual retirement pay (assumes 2%/yr annual increase)	\$60K (50% base pay)	\$69K (50% base pay)	\$98K (62.5% base pay)	\$114K (62.5% base pay)	\$162K (75% base pay)
Total retirement equivalent (assumes member lives to age 79)	\$3.25M	\$3.72M	\$4.33M	\$5.05M	\$5.73M
Annual investment required to achieve equivalent retirement (assumes 5% APY til retirement)	\$47.8K	\$54.8K	\$48.6K	\$56.8K	\$51.3K
<i>Annual compensation</i> required to achieve equivalent retirement**	\$136.9K	\$143.8K	\$137.6K	\$145.8K	\$140.3K

*Based on OSD Military Compensation Calculator for a LT (family of three, avg BAH)

** Annual compensation accounts for civilian equivalent pay and required annual investment to amount to the same annuitized payout from the military retirement system.



Blended Retirement System

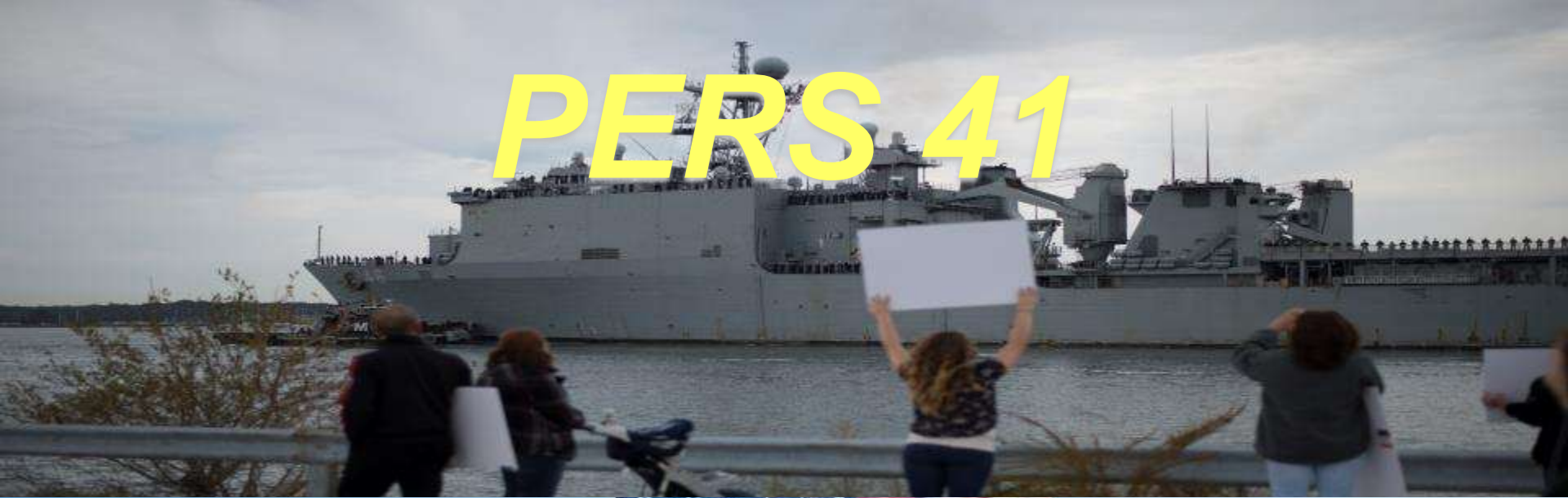
- Beginning in 2018, service members can get automatic and matching Thrift Savings Plan contributions as well as mid-career compensation incentives in addition to a monthly annuity for life. All service members under the current system are grandfathered into today's retirement system.
- If you joined the service after January 1, 2018
 - Automatically enrolled in the Blended Retirement System.
- After January 1, 2006 but before January 1, 2018
 - Choice to enroll in the Blended Retirement System or remain in today's current retirement system.
- Before January 1, 2006
 - Grandfathered and remain in today's current retirement system.



Frequently Asked Questions

- When will my spouse receive his/her orders?
- What are the requirements for overseas screening?
- My spouse and I have an Exceptional Family Member. What are the restrictions on where we can be stationed?

PERS 41



Questions and Answers



Post-DH Slating

- Goal: Prepare Officers for **Command Screening**
- Contact your Detailer 9-12 months prior to your PRD from 2nd DH Tour
- Detailers analyze record looking for:
 - EOOW & TAO Letters, CMD Qual, JPME, Masters Degree
 - FITREP Breakouts (Hard and Soft against peer group)
 - FITREP Trait Avg. vs. RSCA & Summary Avg
 - Command Afloat Recommendations
 - Other significant items:
 - SWO Clock
 - DC or other high vis. community tour
 - Multiple opportunities for Joint – not required during post-DH tours

Detailers make recommendations based on career milestone requirements and needs of the Navy

Post-DH Detailing

- Downstream fill list posted on 410/411 Post DH-PCC web page
 - Billets notionally posted by Placement Officers 12 months from fill date
 - List updated around the 1st week of each month
- All officers must provide preferences w/in 7 months of PRD
 - Submit 5 preferences (must include 1 GSA or NOW billet)
- Preferences competed each month among officers in detailing window



SWO LCDR DOWNSTREAM FILL LIST:							
**** WAR COLLEGE UPDATE: We are currently taking inputs for SUMMER '09 Senior WC Seats. If you are interested, please look at the hyperlink (hyperlink) on the previous web page, and then submit your preferences to your Detailer.****							
GSA BILLETS ARE PRIORITY FILL BILLETS							
HOT FILLS ARE COLOR CODED RED IN THE COMMAND LINE							
FILL DATE	UIC	BSC	COMMAND	BILLET TITLE	HMPRT	AQD /SCP	NOTES
GSA BILLETS							
200905	42795	00250	ECRC FWD NORFOLK	LNO CENTCOM - N5 - NE18540065	NORVA		TS/SCI CLEAR, PRD 1005, NMPS 11MAY09, AEGIS
PERFORMS LIAISON DUTIES IN SUPPORT OF USNAVCENT'S MISSION AS ASSIGNED AND DIRECTED BY COMUSNAVCENT. SUPPORTS							
200906	4060A	00242	ECRC FWD SAN DIEGO - IRAQ	JCCS-1 DIVISION OPS - NE22090017	SDGO		SEC CLR: TS/SCI, PRD: 1005, NMPS: 20090622, SUB RULE: AEGIS
CENTCOM, CTEWCC, CFLCC, JIEDDO, ATEC, AMC, BRIGADE AND BATTALION COMMANDERS, OTHER AGENCIES AND PROGRAM MANAGERS ON ALL MATTERS RELATED TO EW OPERATIONS, CAPABILITIES AND CREW SYSTEM PROCUREMENT, TESTING, INSTALLATION AND SUSTAINMENT. RESPONSIBLE FOR TRAINING THROUGHOUT THE DIVISION.							
NON-GSA BILLETS							
NOW	00948	73010	FLTASWTRACENPAC	INST NAV SCI/302L	SDGO		
NOW	00948	74010	FLTASWTRACENPAC	TRNG/CS DIV HD	SDGO	ASW	
200902	00011	86335	OPNAV	STF REDI GEN/LCS REQUIREMENTS	ARLING		AP BILLET
200902	00074	81500	CNSWC	EQ PGM SUPNAVY POM	CORONDO		
200903	00011	42410	OPNAV	LOGISTICS/424F OPLOG & ASST CLF PGM MGR	ARLING		Potential SS-SCP Billet
200903	00038	35400	USPACOM	PLANS OFFICER	PEARL	JD1	
200904	52739	10010	ESG 3	FLAG SEC	SDGO		NOMINATIVE BILLET
200905	32778	92010	COMFLEACT CHINHA	OPS ASHR	CHINHA		
200906	44040	20200	PEP CANADA-ESQUI	2ND CAN SQDN OPS OFF	VICTCA		
200906	63190	73130	SWOSCOLCOM NPORT	INST TECH/CMBT SYS/DDG WEP- CSO 9545 2544	NEWPORT		

Department Head FITREPs drive detailer recommendations



FY 17 DH Selection Board

- 1st Look (YG 13)
 - 58% selection (467/812)
 - w/ EOOW: 85% (186/219)
 - w/ TAO: 100% (5/5)
- 2nd Look (YG 12)
 - 62% selection (74/120)
- 3rd Look (YG 11)
 - 69% (29/42)
- Nuke (across 3 looks)
 - 83%
- Superior performance at sea was primary selection factor
- Advanced qualifications favorably viewed
- 1st “Track 4” officer selected!
- No SWO = No Selection
- Board did not have a “Zero Defect” mentality

The **most selective** DH Board in a generation!



Keys to Promotion and Screening

- Department Head screening: Performance in Division Officer tour
- Lieutenant Commander promotion: Serve successfully as a Department Head
- Commanding Officer/Executive Officer/XO-Special Mission screening
 - Fully Qualified
 - Superior performance as a Department Head
 - Post-Department Head jobs matter
- Commander Promotion: Select for a career milestone
 - Commanding Officer Afloat
 - Executive Officer Afloat
 - Executive Officer Special Mission
 - Specialty Career Path Executive Officer/Commanding Officer
- Captain Promotion: Successful Commander Command tour



Post-DH to O-5 Command

- CDR CMD Board
 - 1st look LCDR PYG + 2
 - LCDR PYG 14 1st Look in Dec 2016
 - Can only be selected for CO-Afloat
 - 2nd look PYG + 3
 - LCDR PYG 13 2nd Look in Dec 2016
 - Can be selected for CO-Afloat, XO-Afloat, or XO-SM
 - 3rd look PYG + 5
 - LCDR PYG 11 3rd Look in Dec 2016
 - Only XO-Afloat or XO-SM screened officers eligible
 - Can be selected for CO-Afloat or CO-SM

Selection for O5 milestone is THE driving factor in SWO promotion to O5!